

City of Fargo

Employee Engagement Survey Comments

Public Works

Date: 10/10/25

SUBMITTED BY:

CPS HR Consulting

www.cpshr.us



Table of Contents

What is one thing you would recommend to make your Department a better place to work?	2
Please share any additional feedback:	5

What is one thing you would recommend to make your Department a better place to work?

1. I dont know
2. Stop supervise going out drinking with certain people and favorites them
3. One thing i would recommend is letting employees work through lunch break to allow work production to continue instead of wasting time going to lunch and then having to come back to work
4. I honestly can't think of anything
5. Not sure
6. Hire more part time personal for brush chip route.
7. Not shure I'd change much
8. Too much micromanaging, we work nights when it's not necessary,waste too much money on contractors, use way too much chemicals on the streets, too much favoritism , and personally my position is degrading and humiliating!
9. Spread the work out giving other people opportunities to do different things . Stop favoring certain people.
10. Employee accountability.
11. More communication from our leaders... Not being overworked so much during the winter months
12. Pay. We are underpaid and insurance has a big leap and we get a tiny cola that doesn't even make up the difference
13. Not being limited on PPE. We have a limit of 5 N95 masks per year, when our department cuts concrete almost daily.
14. Holding people more accountable for their work.
15. For leadership to actually trust in the employees
16. Less nights
17. Better pay. Well maintained equipment.
18. Supervisor accountability Need more help in department
19. 2 commissioners talking negative about city employees Increase pay to market value

20. Working out of two buildings have made the open door policy nonexistent. I feel with major budget issues and possible cuts to our department, someone within management should have taking the time to discuss these matters. With such a revolving door of employees sometimes it feels like we are just keeping our head above water.
21. Better pay
22. A better liaison between us and the service department to fix broken equipment.
23. Have better working equipment or well mandated equipment
24. Better operator in my snow route
25. More consistent work scheduling. A daily or weekly plan for tasks, such as what pieces of equipment to work on and a deadline to meet for each.
26. New upper management. For less hostile work environment.
27. Flexibility of working shift work. Some people want to work on certain shifts and continue to stay on those shifts but are not allowed to
28. More employee's
29. A good place to start is to get rid of [REDACTED] [REDACTED] and [REDACTED] [REDACTED]. They are out of touch as to why employees are leaving. It's not the pay as they think it is. It's the hostile work environment that those two have created.
30. Accountability. Equipment goes unchecked or is checked and nothing happens to the equipment or an answer reported back to the operator as to why things don't get fixed. Many times, I have run equipment that went untouched after it was sent in for repairs that I felt were necessary before operating.
31. I have met most supervisors but been in the city for going on [REDACTED] yrs and don't know [REDACTED] or has [REDACTED] communicate with us by any means
32. Take strong look at how the Head of Public Works and the Manager of Public Works use intimidation and looking down on others
33. Some type of benefit or more recognition for those who come to work everyday and bust their [REDACTED] to pick up the slack for those whose work harder to get out of the work than actual work. Stop punishing those who care and give a [REDACTED] by putting more on their plate because of the people who are either slacking or just don't care because they know nothing happens to them.
34. Remove [REDACTED] and [REDACTED] from their positions.
35. By watching your own bobbars
36. Improve leadership from the top down. Better communication between employees and supervisors and leaders. CLEAR EXPECTATIONS. Stop fraternization and favoritism, go back to SENIORITY

37. more communication from leadership to employees. more discipline within the department holding others accountable.
38. Leadership to be less micro managers and not lead by intimidation. Also for them to be more visible.
39. Additional personnel.
40. Better pay for operators
41. Communication from our Department Head is great, I wish communication within the divisions was better. One division really silos itself, and rarely disseminates information to the office staff.
42. Better communication from management
43. Get someone in the management positions who does not make it their mission to [REDACTED] off everyone for [REDACTED] own personal joy. Also getting someone organized and efficient at the job. From the manager to the supervisor there is no actual leadership value, which makes our department a hostile work environment in my opinion.
44. Less micro management
45. More communication.
46. Flexible work schedule. The ability to change from a 5-8hr work week to say a 4-10hr work week in the summer.
47. Facility upgrades due to building deterioration
48. Our pay scale in my department needs to be looked at, hasn't change in almost 20 years while other departments have had multiple raises in the same time frame.
49. A little more empathy for the staff. It takes a lot of effort to really get to know each individual. what's good for the goose isn't always the same the staff
50. I think some internal job shadowing/ride along would be a good idea. Not everyone knows what each other do, and that way it can help them understand the reason we do things one way, or just learn about the dept. in general.
51. Get rid of the at a boy clubs. too much favoritism and make people feel wanted.

Please share any additional feedback:

52. please look at all job classification's so they are all up to date or at least the last few years. its been over [REDACTED] years since my particular one has been evaluated while all the other ones in my same building have been done. i feel that I'm being discriminated. I was told until i quit then they will look at evaluating it. it doesn't make me feel appreciated.
53. I love my job and the people I work with. The worst part is the City Commissioners and the drama they bring to the City Chambers. I also feel the HR Department needs stronger leadership and a complete overhaul.
54. it's an ok place to work, but not a great place to work, like it used to be!!
55. Stop wasting money on outside consulting firms for things like employee survey
56. Central garage/public works needs serious attention.
57. My supervisor can be very rude to operators when they come in to write up equipment. It is bad enough that some operators will not write things up to get fixed or will wait for a day that [REDACTED] is gone to write it up. [REDACTED] will also not approve or deny vacation until the day before the requested day off even if you put in for it months in advance.
58. I am proud to work for my department, not necessarily for the City as a whole. Embarrassing to watch what occurs with the city commissioners, some of their antics, and how some of them treat City employees. Our department gets tasked with projects no other department wants to deal with, this is definitely a morale destroyer for our crews. They dread days when they have to do "special projects" as they are not trained to deal with biohazards, sharps, and other items they may encounter. Maybe the City can look at contracting with a professional cleanup crew for these projects.
59. Sick of the micromanaging
60. there is a lot of feedback I can give but here is just some of it. [REDACTED] [REDACTED] leads by intimidation, [REDACTED] is never seen only heard. [REDACTED] [REDACTED] is a boss that sits behind [REDACTED] desk and confronts people over the phone instead of face to face. This place has turned into a very hostile work environment in the last 2 years, ever since [REDACTED] got the pointless position [REDACTED] is in. the amount of micromanaging [REDACTED] does puts stress on the whole crew and makes it a miserable place to work. I have been actively job searching because of this.
61. Leaders/bosses/supervisors need to go by experience and seniority for promotions and not just let people talk their way into things and leaders should realize that. Stop favoritism and fraternalization and maybe people would want to stay at public works, and give people a chance to show others what they can and cant do and not just let some joe smoe talk their way into opportunities

62. At the public works department, we have a very toxic work environment because of [REDACTED] [REDACTED]. [REDACTED] leads by intimidation which has many scared, and on edge. [REDACTED] is very rude, demeaning, manipulative, and micromanages to the point that it has become harassment.
63. Online performance reviews defeat the purpose of face to face reviews. Face to face reviews tell you a lot whether your manager/supervisor/crew leader actually give a [REDACTED]. Instead they can just tell you what you want to hear behind a computer screen and pass it off as a genuine comment because you can't see the person face to face.
64. Being an employee for over [REDACTED] years I've enjoyed working for the city very much, I've worked for great people! The last few years have gone downhill immensely! I've been [REDACTED], I never once got chance to sit down with [REDACTED] [REDACTED] or [REDACTED] to talk or discuss where this even came from. I'd like to know why we need a manager that sits on his computer daily tracking department vehicles. Ever since I got [REDACTED] he has been following my every move, my job involves me stopping!! I'm out helping my crew [REDACTED], and it's almost guaranteed if my truck is parked for more than 15 minutes I will see [REDACTED] not long after. I needed to get my [REDACTED] for my position and yes [REDACTED], I asked and was told at least 4-5 times they would get me help with the [REDACTED] that was involved but that never happened. I was then [REDACTED] from [REDACTED] [REDACTED] saying at the worst I could be terminated. I bet that and my [REDACTED] never made it downtown! It's sad that so many people I work with are too afraid to stand up to this nonsense bullying. The upper management needs to be challenged on this. They are the main reason we can't keep good employees.
65. Take a look at pay raises for CERTAIN departments.
66. Please don't take away our overtime we depend on that to get ahead in our bills and emergencies if anything
67. [REDACTED]'s way of leading at public works is by intimidation. Because of that [REDACTED] has created a very hostile work environment. Us guys are scared to report anything because we are scared we will lose our job. [REDACTED] is very unprofessional, and treats us little guys like we don't matter. He also treats us like we are very expendable. [REDACTED] is a very demeaning person, and has zero character. Please know that many of us are crying for help behind closed doors.
68. Too much favoritism is involved with how people are treated and promoted in the job. Some people get in trouble for doing things while others can do the same thing and nothing happens to them
69. [REDACTED] uses intimidation so nobody feels safe to speak up about [REDACTED] treatment which causes a very hostile work environment. I feel like I'm being micromanaged to the point of harassment. [REDACTED] has no respect for the employees who work hard. [REDACTED] has said we all can be replaced.
70. I appreciate the City of Fargo as my employer and the work I get to do everyday. Thank you

- 71. Skip
- 72. I still enjoy coming to work, and still proud of the work that I do.
- 73. Negative talk towards city employees by two commissioners needs to stop
- 74. Seems to be the harder you work the more work you are given. no incentive to work harder.
People that dont work as hard are treated better
- 75. No comment.
- 76. Pay. We get tiny raise while we get a big jump in insurance increase
- 77. Promote the qualified person in line and stop holding grudges
- 78. Only time we see are upper management is when they want to yell at people
- 79. Dont have any